

Job Title:

Registered Nurse – PACU & Pre-Operative

FLSA Status:

Non-Exempt

REPORTS TO:

PACU Nurse Manager

Summary:

RN provides competent and skilled nursing care to patients through out the three stages of perioperative care by performing the following job responsibilities.

Essential Job Responsibilities with demonstrated competency:

- Communication of processes and planned treatments with patient and significant others to gain cooperation, understanding, and trust and allay apprehension while reaching mutual consent in care approach.
- Communicates patient education based on individualized needs of the patient, as requested by Physician and/or facility policy to optimize the patients preparation for surgery and continued care upon discharge.
- Directs care of the patient in accordance with physician orders, including astute assessment of patient responses to medical treatment, therapeutic response to prescribed medications, ability to recognize significant conditions and adverse reactions, and effectively communicates patient's condition, progress, and reaction to drugs, treatments, and or significant change in condition with physician, peers & family.
- Obtains concurrent vital signs to detect deviations from expected normal values and assesses condition for changing patient status and independently intervenes with appropriate care.
 - Detects changes in patient condition, using six sensory perceptive awareness to rapidly assess, provide nursing diagnosis with appropriate life saving interventions as prescribed by BCLS, ACLS or PALS standards.
- Conducts comprehensive health history interviews, ordering diagnostic tests as directed by anesthesia orders, interprets results and determines when consultation by anesthesia or other specialist is required.
- Plans and delivers direct patient care based upon evidence based standards, facility policies, procedures, protocols or processes.
- Maintains awareness of specific needs of patient including but not limited to: comfort; pain relief; anxiety relief; cultural and spiritual diversity; age specificity; protection of natural reflexes until emergence from anesthesia; prevention of surgical site infection; hydration; thermoregulation; hemodynamics; accurate point of care diagnostic testing; and plans interventions accordingly.
- Verifies patient identification; patients understanding of planned procedure by cross reference to signed consent; correct procedure site, side, & supplies; allergies and special needs before proceeding with planned procedure.
- Accurately communicates continuum of direct patient care verbally and in writing of initial assessment of baseline medical and surgical history, allergies and physical conditions and re-assessments of treatments, medications administered, and general patient progress.
- Prepares patient for surgery/procedure based on physician preferences and the anticipated needs of

- the patient with awareness of work flow efficiencies and time management.
- Consistently performs hand hygiene practices for the prevention of infection.
- Applies experiential knowledge for making decisions specific to efficiencies and time management to optimize work flow.
- Concurrently participates in facility quality assessment and performance improvement activities identified by the organization.
- Protects patient privacy during direct patient contact and abides to HIPAA standards upholding the privacy and security of PHI and ePHI.
- Other responsibilities may be assigned.

Technical Competency: Abilities, Skill, Knowledge required for success in the work environment:

- Job knowledge gained through education, experience, and training, including aptitude for remaining current in field of healthcare and the applied advancement of the profession of nursing.
- Analytical & Problem Solving - Synthesizes complex or diverse information; collects and researches necessary information to develop a plan of action; accesses intuition and experience to complement the accumulated and available information before proceeding with plan of action. Ability to develop alternative solutions when the changing information is evident.
- Access of intellectual intelligence, logic, rational and critical thinking skills when making decisions specific to the planned procedure or specific patient plan of care.
- Advanced knowledge of anatomy and physiology of the human body and ability to recognize deviations from normal status and make decisions for supportive care with optimal patient outcomes.
- Advanced aptitude for technical knowledge and appropriate use of equipment, tools, instruments and sophisticated surgical supplies utilized in the planning, preparation and performance of surgical care.
- Knowledgeable of evidence based practice standards ie: AORN, ASPAN, CDC, OSHA, CMS and other accreditation standards; and demonstrates compliance through demonstrated practices.
- Astute awareness to rapidly changing conditions in the work environment that requires rapid intervention and appropriate action. Manages competing demands based on thorough investigation.
- Effectively communicates accounts of direct care in accurate detail to receiving parties and / or context which is legible and timely.
- Possesses knowledge and skill in collecting facility identified diagnostic waived tests, and the interpretation of lab results, ability to recognize abnormal values and take appropriate intervention, or additional follow up with attending physician or specialist.
- Knowledgeable of community resources, social services, DME, Home Health services, Interpretive services which may be required to enhance patient experience on date of service and continuum of care in the home environment.
- Ability to read and interpret technical written information or instructions and apply according to operate equipment safely.
- Methodically applies rational thought to practices which insure an environment of safety and security for the patient under the influence of mediations.
- Consistently applies hand hygiene practices and other aseptic techniques before, during and after administering direct patient care.
- Protects patient privacy during direct patient care and the understanding of HIPAA ruling of PHI.

Behaviors contributing to professional success in the work environment:

Professionalism:

- Self awareness of professional image to peer group, patients, physician and visitors.
- Self awareness of personal and professional strengths and weaknesses and accepts accountability and responsibility for self improvement.
- Self awareness of personal emotions and manages conduct without creating disruption or impacting others in the workplace.

- Shares expertise with others, and initiates training opportunities for novice nurses, new hires, allied health professionals or contemporaries when knowledge deficits are recognized.
- Treatment of others is with mutual respect, regardless of age, gender, ethnic, cultural or spiritual differences, job title, status or position, and is committed to promotion of a harassment-free environment.
- Maintains confidentiality, and discretion when recipient of privileged information.
- Evaluates independent actions and calculated risks, seeking opportunity for improvement or advancement.
- Displays willingness to make decisions, exhibits sound and accurate judgment, ability to explain rationale for decisions and appropriately includes essential people in decision-making process.
- Advocates for Patient safety by demonstration of self confidence and recognizes empowerment to speak up with appreciative defiance and respectful inquiry.
- Seeks opportunities for increased responsibilities; serving on committee's or special assignments.
- Upholds organizational values, culture and mission statement.

Reliability & Quality of work:

- Documents personnel, patient or visitor unexpected events or grievances using event reporting management tool.
- Keeps commitments and consistent professional conduct conveys confidence from others, including patients, physicians, visitors and team mates.
- Acknowledges ability, skill and knowledge deficits and asks for assistance appropriately.
- Productivity is equal to others with same job role, including using time efficiently, and prioritizing and planning work assignments.
- Follows instructions or directives given by management.
- Completes tasks on time or notifies appropriate person with an alternate plan.
- Completeness of task is thorough, accurate and timely, promoting quality controls.
- Restores and restocks work station, storage locations and monitors for outdated supplies.
- Consistently is attentive to attendance and punctuality, and requests for time off is appropriate and timely for the conditions.

Communication:

- Clear, concise, accurate and timely and seeks clarification of information, both written and verbal context.
- Is appropriate for the age of patient, level of understanding or anxiety, and conditions.
- Demonstrates active listening skills, which conveys interest and concern for the speaker without interruption.
- Committed to resolving conflict with other(s) through lines of direct communication first, or seeks assistance from management for timely resolution.

Team Work:

- Recognizes and acknowledges the skill, knowledge and talents of co-workers and genuinely expresses praise and encouragement, supporting everyone's effort to succeed.
- Remains open to ideas of others, exhibiting objectivity.
- Gives and welcomes feedback for the purpose of improvement or reaching creative solutions as a group.
- Balances team and individual responsibilities, contributes to building a positive team image by placing success of team above own interests.
- Able to rally morale and group commitments to meet goals and objectives.
- Volunteers readily for tasks or responsibilities that may be for the greater benefit of the team
- Focuses on processes not individuals when seeking a solution to evident problems.
- Participates in team meetings, showing interest in moving forward and progress.

Customer Service & Business Stewardship:

- Recognizes all customer relations as vital to future business relationships and reputation.
- Interaction with customer is focused for the attainment of quality, safety and accomplishment of the expected outcomes.
- Conserves organizational resources, including supply consumption; judicious fiscal responsibility; and budgetary restraints.
- Develops cost saving measures and appropriations of essential resources and services.
- Responds appropriately to requests made by customers (Patient, Family, Physician, Peer, AHP, Industry Representative, Guest) in a prompt and effective manner.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential job responsibilities at the minimum level of competent and proficient or expert is preferred. The requirements listed above are representative of the abilities, knowledge, and skill required for employment.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:

- Associate degree (A. A.) or equivalent from two-year accredited School of Nursing or Diploma program
- Baccalaureate degree (B.S.) from four-year accredited School of Nursing
- Current license from State Board of Nursing
- Current BCLS certification, or will obtain within 3 months of hire
- Current ACLS certification, or will obtain within 3 months of hire
- Current PALS certification (if pediatric population served), or will obtain within 3 months of hire.
- Advanced knowledge in critical thinking, and applied critical care nursing practice
- Specialized knowledge, skill and abilities in empirical & practical perioperative nursing.
- Specific knowledge, skill and abilities in aseptic techniques, use and application of surgical instrumentation and specialty surgical equipment & supplies.

Language Ability:

Read, analyze, and interpret and reiterate information from professional journals, equipment operators manuals, technical transcripts, procedure manuals or governmental regulations. Recognize and use medical terminology. Verbalize drug names and therapeutic actions. Document care, and prepare written instructions. Effectively communicate information and respond to questions from patients, physicians, peers, managers, and the general public.

Math Ability:

Add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Calculate rate, ratio, and percentage.

Computer Skills:

To perform this job successfully, an individual should have knowledge of Word Processing software and windows platforms.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duty of this job, the employee is repeatedly exposed to potentially infectious material, and biological bodily fluids. This job is Category I of the OSHA definitions. Occasionally exposed to fumes or airborne particles; toxic or caustic chemicals and pharmaceutical waste and risk of radiation. The noise level in the work environment is usually moderate.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must regularly lift and /or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus. While performing the duties of this job, the employee is regularly required to stand stationary; walk; have use of hands & fingers, touch or feels; reach with hands and arms; speak, listen, and smell. The employee is frequently required to sit and stoop, kneel, push, pull, crouch, or crawl.